

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE REDLANDS UNIFIED SCHOOL DISTRICT

AND

THE REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

This Memorandum of Understanding (“MOU”) is entered into by and between the Redlands Unified School District (“District”) and the Redlands Education Support Professionals Association/CTA/NEA (“Association”).

Whereas, the District and the Association (collectively, “The Parties”) realize that the 2021-22 school year was anticipated to be a “normal” school year. However, due to the Delta variant of COVID-19) and the upward trend of positive cases in the school district’s boundaries along with ongoing staffing shortages, adjustments will be made related to school bus driver recruitment and retention, classified bargaining unit member vacation usage, safety, and employee evaluation;

Now, therefore, it is agreed by and between the parties as follows:

School Bus Drivers

1. Recognizing that there is a nationwide shortage of school bus drivers at this time, in order to recruit and retain school bus drivers to assist in transporting our in-person students, all current active classified bargaining unit member school bus drivers hired prior to the signing of this MOU, will receive a retention stipend of \$5,000, paid in two (2), \$2,500 installments (December 31, 2021, and June 30, 2022). Active classified bargaining unit member school bus drivers that work the entire first semester (pro-rated for partial active duty) will receive the first installment of the stipend, paid on December 31, 2021. Classified bargaining unit member school bus drivers that work the entire second semester (pro-rated for partial active duty) will receive the second installment of the stipend, paid on June 30, 2022.
2. All classified bargaining unit member school bus drivers hired in the 2021-22 school year after the signing of this MOU, shall receive a \$3,000 signing bonus, paid in two (2), \$1,500 installments (December 31, 2021, and June 30, 2022). Such school bus drivers will not be eligible for the retention stipend. Classified bargaining unit member school bus drivers hired after the signing of this MOU that work the entire first semester (pro-rated if hired after the semester begins) will receive the first installment of the signing bonus, paid on December 31, 2021. Classified bargaining unit member school bus drivers hired after the signing of this MOU that work the entire second semester (pro-rated if hired after the semester begins) will receive the second installment of the signing bonus, paid on June 30, 2022.

Vacation

1. For the remainder of the 2021-22 school year, Article 17.10 of the Classified Collective Bargaining Agreement shall be suspended. Classified bargaining unit members may choose to take scheduled vacation days on their approved vacation calendars, but will not be required to do so. Any vacation days not indicated on the approved vacation calendar must be approved by the supervisor prior to being utilized. Any unused vacation will be paid out per Article 17.9.

Safety Conditions

1. For safety purposes, classified bargaining unit member custodians and campus monitors assigned at each school site and District offices shall receive a \$1000 stipend, paid in two (2), \$500 installments (December 31, 2021, and June 30, 2022), for the purpose of disinfecting during the school day and after school hours (night custodians). Custodians and campus monitors that work the entire first semester (pro-rated if hired after the semester begins) will receive the first installment of the stipend, paid on December 31, 2021. Custodians and campus monitors that work the entire second semester (pro-rated if hired after the semester begins) will receive the second installment of the stipend, paid on June 30, 2022.
2. Site administration will determine the cleaning/disinfecting priorities for custodians and campus monitors during their workday and may approve overtime, as necessary.

Evaluations


1. The Evaluation Process will be suspended for the 2021-22 school year for all permanent classified bargaining unit members, except for those permanent classified bargaining unit members currently on an assistance plan. Evaluation cycles will resume for the 2022-23 school year, with those on that year's rotation. No work performed during the terms of this agreement shall be included in the 2022-23 evaluation.
2. If a permanent classified bargaining unit member is currently on an assistance plan, he/she will be evaluated during the 2021-22 school year.
3. Probationary unit members will be evaluated during the 2021-22 school year adhering to all contractual timelines.
4. Nothing shall preclude the supervisor from informally monitoring the performance and conduct of all classified bargaining unit members and addressing all complaints and/or concerns accordingly.

General Provisions

1. All components of the current Collective Bargaining Agreement between Redlands Education Support Professionals Association and Redlands Unified School District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.
2. The District and/or Association will continue to negotiate any additional impacts of COVID-19 throughout the 2021-22 school year.
3. This MOU shall expire on June 30, 2022, or when it is deemed by the County Department of Public Health and the Governor's Office, that the pandemic has ended.

  
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Representative  
Redlands Unified School District

8/31/21  
\_\_\_\_\_  
Date

  
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Representative  
Redlands Education Support Professionals  
Association/CTA/NEA

8/31/2021  
\_\_\_\_\_  
Date